

## **SAN ANTONIO UNIFORMED SERVICES HEALTH EDUCATION CONSORTIUM (SAUSHEC) GUIDELINES ON MILITARY DUTIES FOR TRAINEES**

I. Purpose. This policy is designed to provide guidance to all SAUSHEC Program Directors regarding military duties for residents/fellows in their respective programs. [For the purposes of this document, the term 'residents' shall refer to residents *and* fellows in a Graduate Medical Education (GME) training program.] The intent is to allow maximum resident participation in military duties without compromising resident training, ACGME mandate work hour policies (maximum work hours, appropriate rest periods, etc.), participation in required GME activities such as educational conferences, etc. The Program Director, working with the Department Chair/Flight Commander, is ultimately responsible for determining the needs of his/her residents as they pertain to military duties, and to ensure that no conflict exists between military training and program specific ACGME training guidelines.

A. Military training holds a unique position within SAUSHEC. Recognizing that the education of military residents by definition will require additional duties not otherwise required in civilian programs, and in order to justify the continuing existence of GME in the military, a certain level of participation is mandatory. This mandatory participation is called the Military Unique Curriculum (MUC). The intent of the MUC is to allow exposure and training that will allow the resident, after graduation, to enter active duty service possessing the skills and training necessary to incorporate seamlessly into an active unit without significant additional training requirements. Much of the MUC is program specific and includes but is not limited to:

1. Monthly Military Unique Curriculum (MUC) Lectures
2. Completion of Military Training Modules required of Army interns
3. Completion of all required military administrative functions such as meeting Height/Weight standards and physical fitness standards
4. Program Specific Training as arranged by the Program Director.

B. There are many military duties and training requirements for staff physicians assigned to BAMC and WHMC that may or may not reasonably be applied to residents (given they are not immediately deployable, may have done similar training, or other reasons). This policy serves as a guideline for those areas.

II. Policy on resident participation in military activities by SAUSHEC residents. Military Residents in general are expected to participate as completely as possible in all military activities conducted by their respective departments. Specifics are outlined below.

A. **Program Director Authority.** The Program Director is ultimately responsible for incorporating military activities into the training program of his/her residents, taking care to ensure that such activities do not interfere with the overall education requirements, violate ACGME mandated work hour policies or negatively affect the well being of the trainee or the patients of the trainee. Participation in mandatory programs

(The MUC, required updating of military records, PT tests, etc.) is expected, but may be tailored to meet the specific needs of the residents. Every opportunity for appropriate military training that may become available to the Program Director should be sought after. The program should include special readiness and field education in the curriculum as a regular educational item, tailored to meet the needs of the specialty. Participation in other military activities, required of military staff, that do not interfere with assigned clinical duties or with appropriate rest periods after call should be encouraged. It is the Program Director, using sound judgment, who should determine the appropriateness of resident involvement in these activities as outlined below.

## **B. Specific Military Activities and policies.**

1. The value of specific military training activities required of all military staff such as CMRT and CTT, and their role in maintaining readiness should not be understated, and participation in these programs should be encouraged for all residents as the educational schedule will allow. Training in these areas for senior residents that are preparing to graduate and enter the field should be considered mandatory, in preparation for assignment to an active military unit. Duplication in training should be avoided (e.g., going to C4 course and participating in CMRT/CTT training in the same year) particularly when at the expense of other valuable educational opportunities.
2. Residents will **not** be considered as filling a mobility/PROFIS position. Participation in mobility exercises or PROFIS training is not mandatory for residents, however, it may provide a significant educational opportunity for trainees, and *appropriate staff supervised participation* may be considered by the Program Director especially in the final year of training.
3. Humanitarian Missions provide another excellent opportunity to obtain additional readiness/deployment training. Resident participation in a *supervised* role, where the Program Director has identified *specific and beneficial educational opportunities*, should be encouraged.
4. Participation in other military activities required of staff (such as commander's calls, recall exercises, etc.) that do not interfere with assigned clinical duties or with appropriate rest periods after call should be encouraged. Sound judgment should be exercised by the Program Director when determining the appropriateness of resident involvement in these activities. For example, a resident post-call might not be expected to return to the hospital for a recall exercise, while the majority of the residents might benefit from being involved with the remainder of the department/flight in a recall exercise.
5. While engaged in patient care within a military facility, Program Directors will ensure that all residents will wear the appropriate uniform as designated by the facility commander. When training rotations assign military residents to civilian

facilities, the resident is authorized to wear appropriate civilian attire, commensurate with other professional trainees in the facility. *At all times*, personal grooming standards (hair length, facial hair, etc.) will meet military regulations.

III. Summary. SAUSHEC has the mandate to train military physicians. Each program must have a well-developed MUC that insures graduates can function successfully in their subsequent military assignments. All opportunities for participation in Military Training should be sought after, and included into the curriculum where feasible. The Program Director should ensure that each resident is given the opportunity to develop the skills required to meet the demands of deployment in a field unit by including readiness/field training as part of the residency experience. Special attention should be given senior residents to ensure that they are provided with the opportunity to meet the requirements that assignment to an active field unit will demand. The Program Director must work closely with the Department Chair/Flight Commander but has the ultimate authority in deciding upon the appropriate level of resident participation in other military activities routinely required of staff physicians, and must insure that these activities do not conflict with ACGME mandated work hour restrictions or other educational requirements.